

# 25<sup>TH</sup> Annual Montana Arbitration & Labor Relations Conference

GranTree Inn, Bozeman, Montana  
**Thursday, September 23, 2004**

8:30–9:00 a.m.	Registration	
9:00–9:15 a.m.	Welcome & Opening	Hyalite Room
9:15–10:45 a.m.	Keynote Presentation: Globalization, International Trade, and Outsourcing: Understanding Economic Polarization in America <b>Barry Bluestone</b>	Hyalite Room
10:45–11:00 a.m.	Break	
11:00–12:30 p.m.	Response to Keynote: Montana Views of the Labor Relations Future Panel Members Invited: <b>Paul Polzin, Mike KupiliK,</b>	Hyalite Room
12:30–1:30 p.m.	Break for Lunch (provided)	
1:30–3:00 p.m.	CONCURRENT SESSIONS	
	Basic: Fundamentals of Arbitration -- <b>John “Jack” Flagler</b>	Hyalite Room
	Advanced: Negotiations in Practice—Helena & Billings School District Experiences Helena: <b>Bill Rasor &amp; Larry Nielsen</b> Billings: <b>Alan Audet &amp; Kathy Kelker</b>	Madison Room
3:00–3:15 p.m.	Break	
3:15–5:00 p.m.	CONCURRENT SESSIONS	
	Remedies for Wrongful Discharge: European and Montana Perspectives <b>Yaron Catane &amp; LeRoy Schramm</b>	Hyalite Room
	Work Place Discipline: Off Duty Conduct and Drug/Alcohol Use <b>Ken Crippen &amp; Steve Cuddy</b>	Madison Room
	Adjourn	

## Friday, September 24, 2004

7:30–9:00 a.m.	Breakfast (provided)	
8:00–9:00 a.m.	The NLRB & FMCS: Sister Agencies In Labor Relations – Their Roles Today <b>Richard Ahearn &amp; Beth Schindler</b>	Hyalite Room
9:00–9:10 a.m.	Break	
9:10–10:10 a.m.	CONCURRENT SESSIONS	
	Basic: Fundamentals of the Act Public – BOPA – <b>John Andrew</b> Private – NLRB – <b>Richard Ahearn</b>  ** Followed by**	Hyalite Room
	Panel: BOPA & NLRB Standards <b>BOPA Members, John Andrew &amp; Richard Ahearn</b>	Hyalite Room
	Advanced: Workplace Mediation -- <b>Ted Handel</b>	Madison Room
10:10–10:25 a.m.	Break	
10:25–11:25 a.m.	Red Light/Green Light... Arbitrator Case Analysis Facilitator: <b>Maggie Copeland</b> Arbitrators: <b>Jack Flagler, Dave Stiteler, Allen Pool, Bill Corbett</b>	Hyalite Room
11:30–12:30 p.m.	MT Employment Law Developments (aka The Karl & LeRoy Show) <b>Karl Englund &amp; LeRoy Schramm</b>	Hyalite Room
12:30–1:30 p.m.	Break for Lunch (on your own)	
1:30–2:00 p.m.	Board of Personnel Appeals Meeting	Madison Room
2:00–4:00 p.m.	Board of Personnel Appeals Hearing (if case pending)	Madison Room